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99TH CONGRESS
2d Session

HOUSE OF REPRESENTATIVES

REPT. 99-617
Part 2

ORIGINAL

NATIONAL BUREAU OF STANDARDS DEMONSTRATION PROJECT

JULY 25, 1986.—Committed to the Committee of the Whole House on the State of the Union and ordered to be printed

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Ms. OAKAR, from the Committee on Post Office and Civil Service, submitted the following

REPORT

[To accompany H.R. 4354]

The Committee on Post Office and Civil Service, to whom was referred the bill (H.R. 4354) to authorize appropriations to the Secretary of Commerce for the programs of the National Bureau of Standards for fiscal year 1987, and for other purposes, having considered the same, report favorably thereon with an amendment and recommend that the bill as amended do pass.

The amendment (stated in terms of the page and line numbers of the bill as reported by the Committee on Science and Technology) is as follows:

Strike page 9, line 19, and all that follows through page 22, line 15, and insert the following:

DEMONSTRATION PROJECT RELATING TO PERSONNEL MANAGEMENT

SEC. 11. (a)(1) The Office of Personnel Management and the National Bureau of Standards shall jointly design a demonstration project which shall be conducted by the Director of the National Bureau of Standards.

(2) The demonstration project shall, except as otherwise provided in this section, be conducted in accordance with section 4703 of title 5, United States Code, and shall be counted as a single project for purpose of subsection (d)(2) of such section.

(3) Subject to subsections (f) and (g) of section 4703 of title 5, United States Code, the demonstration project shall cover any position within the National Bureau of Standards which would otherwise be subject to—

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(A) subchapter III of chapter 53 of title 5, United States Code, relating to the General Schedule;

(B) subchapter VIII of chapter 53 of title 5, United States Code, relating to the Senior Executive Service; or

(C) chapter 54 of title 5, United States Code, relating to the Performance Management and Recognition System.

(b) Under the demonstration project, the Director shall provide that—

(1) the rate of basic pay for a position may not be less than the minimum rate of basic pay, nor more than the maximum rate of basic pay, payable for the pay band (as referred to in paragraph (3)) within which such position has been placed;

(2) the minimum and maximum rates of basic pay for each pay band shall be adjusted at the times, and by the amounts, provided for under subsection (c);

(3) positions shall be classified under a system using pay bands which shall be established by combining or otherwise modifying the classes, grades, or other units which would otherwise be used in classifying the positions involved;

(4) employees shall be evaluated under a performance appraisal system which—

(A) uses peer comparison and ranking wherever appropriate; and

(B) affords appeal rights comparable to those afforded under chapter 43 of title 5, United States Code;

(5)(A) the rate of basic pay of each participating employee will be reviewed annually, and shall be adjusted on the basis of the appraised performance of the employee; and

(B) subject to subsection (c)(4)(A)(i), the adjustment under subparagraph (A) in any year in the case of any employee whose performance is rated at the fully successful level or higher shall be at least the percentage recommended under subsection (c)(2)(B) for such year;

(6) appropriate supervisory and managerial pay differentials (which shall be considered a part of basic pay) shall be provided;

(7) performance-recognition bonuses, and recruitment and retention allowances, shall be awarded in appropriate circumstances (but shall not be considered a part of basic pay);

(8) there shall be an employee development program which includes provisions under which employees may, in appropriate circumstances, be granted sabbaticals, the terms and conditions of which shall be consistent with those applicable for members of the Senior Executive Service under section 3396(c) of title 5, United States Code (excluding paragraph (2)(B) thereof); and

(9) payment of travel expenses shall be provided for personnel to their first post of duty in the same manner as is authorized for members of the Senior Executive Service under section 5723 of title 5, United States Code, at the discretion of the Director of the National Bureau of Standards.

(c)(1) For the purpose of this subsection, the term "compensation" means the total value of the various forms of compensation provided, including—

(A) basic pay;

(B) bonuses;

(C) allowances;

(D) retirement benefits;

(E) health insurance benefits;

(F) life insurance benefits; and

(G) leave benefits.

(2) The Director of the National Bureau of Standards shall, by contract or otherwise, provide for the preparation of reports which, based on appropriate surveys—

(A) shall include findings as to—

(i) the extent to which, as of the commencement of the demonstration project, the overall average level of compensation provided with respect to positions under the demonstration project is deficient in comparison to the overall average level of compensation generally provided with respect to positions involving the same types and levels of work in the private sector; and

(ii) with respect to each year thereafter, any net increase occurring during such year in the extent of the deficiency in the overall average level of compensation provided with respect to positions under the demonstration project, as compared to the overall average level of compensation generally provided with respect to positions involving the same types and levels of work in the private sector; and

(B) shall recommend a single percentage by which basic pay for all positions under the demonstration project must be increased so that, when considered in conjunction with the other forms of compensation generally provided, any net increase determined under subparagraph (A)(ii) will be eliminated.

(3) Whenever the Director of the National Bureau of Standards receives a recommendation under paragraph (2)(B), the Director—

(A) shall increase the minimum and maximum rates of basic pay for each such pay band by the percentage recommended; and

(B) if and to the extent that funds are available for that purpose, may further increase those minimum and maximum rates to eliminate any part of any remaining deficiency, as originally determined under paragraph (2)(A)(i).

(4)(A) Notwithstanding any other provision of this section—

(i) the maximum rate of basic pay payable under any pay band may not exceed the rate of basic pay payable for level IV of the Executive Schedule; and

(ii) the amount of basic pay, bonuses, and allowances paid during any fiscal year to any employee participating in the demonstration project may not, in the aggregate, exceed the annual rate of basic pay payable for level I of the Executive Schedule.

(B)(i) Any amount which is not paid to an employee during a fiscal year because the limitation under subparagraph (A)(ii) shall be paid in a lump sum at the beginning of the following fiscal year.

(ii) Any amount paid under this subparagraph during a fiscal year shall be taken into account for purposes of applying the limitation under subparagraph (A)(ii) with respect to such fiscal year.

(5) Notwithstanding any other provision of this section, the demonstration project shall be conducted in such a way so that, with respect to the 12-month period beginning on October 1, 1986, the total cost to the Government relating to providing compensation to participating employees shall not exceed the total cost which would have resulted if this section had not been enacted.

(6)(A) If the minimum rate of basic pay for a pay band, after an increase under paragraph (3)(A), exceeds the rate of basic pay payable to an employee whose position would otherwise be within such pay band, the employee's position may, notwithstanding subsection (b)(1), be placed in the next lower pay band.

(B) Placement of a position in a lower pay band under subparagraph (A) shall not be considered a reduction in grade or pay for purposes of subchapter II of chapter 75 of title 5, United States Code, or any comparable provision under the project.

(d)(1) The rate of basic pay for an employee serving in a position at the time it is converted to a position covered by the demonstration project may not be reduced by reason of the establishment of such project.

(2)(A) Each employee referred to in paragraph (1) shall be paid—

(i) in the case of an employee serving in a position under the General Schedule on the date the position becomes covered by the demonstration project, a lump-sum, pro rata share of the equivalent of any within-grade increase which would have been due the employee under section 5335 of title 5, United States Code, computed as provided in subparagraph (B), and

(ii) in the case of an employee serving in a position subject to chapter 54 of title 5, United States Code, on such date, a lump-sum, pro rata share of the equivalent of the employee's merit increase which would

have been due under such chapter, computed as provided in subparagraph (B),

taking into account the performance requirements applicable to such increase.

(B) For purposes of subparagraph (A), the pro rata share of an equivalent increase referred to in such subparagraph shall be computed through the day before the date referred to in such subparagraph.

(e)(1)(A) In carrying out section 4703(h) of title 5, United States Code, with respect to the demonstration project, the Office of Personnel Management shall provide that such project will be evaluated on an annual basis by a contractor. Such contractor shall be especially qualified to perform the evaluation based on its expertise in matters relating to personnel management and compensation.

(B) The contractor shall report its findings to the Office in writing. After considering the report, the Office shall transmit a copy of the report, together with any comments of the Office and any comments submitted by the National Bureau of Standards, to--

(i) the Committee on Post Office and Civil Service, and the Committee on Science and Technology, of the House of Representatives; and

(ii) the Committee on Governmental Affairs, and the Committee on Commerce, Science, and Transportation, of the Senate.

(2) The Comptroller General shall, not later than 4 years after the date on which the demonstration project commences, submit to each of the committees referred to in paragraph (1)(B) a final report concerning such project. Such report shall include any recommendations for legislation or other action which the Comptroller General considers appropriate.

(f) The authority to enter into any contract under this section may be exercised only to such extent or in such amounts as are provided in advance in appropriation Acts.

(g) The demonstration project shall commerce not later than January 1, 1988.

EXPLANATION OF AMENDMENT

The committee amendment strikes section 11 of the amendment in the nature of a substitute reported by the Committee on Science and Technology and inserts in lieu thereof a new text for section 11. The explanation of the committee amendment is explained in the body of this report.

PURPOSE

The purpose of the committee amendment to section 11 of H.R. 4354 is to require the establishment of a demonstration project under section 4703 of title 5, United States Code, to test an alternative personnel management system at the National Bureau of Standards.

COMMITTEE ACTION

On March 10, 1986, Mr. Fuqua (by request) introduced H.R. 4354, a bill to authorize appropriations to the Secretary of Commerce for the programs of the National Bureau of Standards for fiscal year 1987, and for other purposes.

On June 4, 1986, the Committee on Science and Technology reported H.R. 4354, with an amendment striking all after the enacting clause and inserting a substitute text.

On June 19, 1986, the Committee on Post Office and Civil Service was granted sequential referral of the bill H.R. 4354 for consideration of section 11 of the substitute text, the provisions of which are under its jurisdiction.

On March 19, June 5, and June 10, 1986, the Subcommittee on Compensation and Employee Benefits of the Committee on Post Office and Civil Service held oversight hearings on the current compensation program for General Schedule employees in the Federal Government. Testimony was received from Members of Congress, representatives of the administration, Federal employee organizations, and other public witnesses.

On July 23, 1986, the Committee on Post Office and Civil Service, by a voice vote and with a quorum present, ordered H.R. 4354 favorably reported with a committee amendment striking section 11 of the substitute amendment and inserting a new text in lieu thereof.

SUMMARY OF SECTION 11 OF H.R. 4354

The committee amendment provides new statutory authority for the National Bureau of Standards to implement an alternative personnel management system. It would require the establishment of Federal pay rates based on surveys of total compensation, including such benefits as bonuses and allowances, health insurance, life insurance, retirement benefits, and leave, received by individuals in the private sector. In addition, it requires the use of pay bands and supervisory and managerial pay differentials and authorizes the use of performance-recognition bonuses and recruitment and retention allowances. It requires an annual review by a consultant and a report after 4 years by the General Accounting Office each of which must be submitted to the Committee on Post Office and Civil Service and the Committee on Science and Technology of the House of Representatives; and the Committee on Governmental Affairs, and the Committee on Commerce, Science and Transportation of the Senate.

STATEMENT

Further testing of alternative personnel management systems

The committee amendment would require a demonstration project for an alternative personnel management system at the National Bureau of Standards under section 4703 of title 5, United States Code. The committee amendment will permit further exploration and analysis of alternatives to the current compensation and performance appraisal systems for Federal employees. The authority to conduct demonstration projects under section 4703 has exist-

ed since the enactment of the Civil Service Reform Act of 1978, but it has not been utilized to its fullest by the Office of Personnel Management. As that section of law was enacted to allow for the type of project contemplated by the committee amendment, it is only logical that the demonstration project at the National Bureau of Standards be conducted under that authority.

Pay bands in lieu of General Schedule grades

The demonstration project authorized for the National Bureau of Standards would employ a simplified classification system consisting of broad pay bands in place of the 18 grade levels established under the General Schedule and the 5 pay levels established for the Senior Executive Service. White-collar positions, which otherwise would be covered by the General Schedule, the Performance Management and Recognition System, and the Senior Executive Service, would be included in the demonstration project.

It is the intention of the committee that pay bands will be established by combining or modifying grades into occupational career paths. The Director of the Bureau will have the discretion to create pay bands consisting of single or multiple occupations. Within each career path broad bands or levels of difficulty will be established. Each band will consist, generally, of the equivalent of two or more General Schedule grades within the occupation or occupations. Pay bands will be established to reflect career progression in covered occupations requiring similar skills and qualifications.

The establishment of pay bands will permit recognition within the occupation or career path of the various levels of difficulty of a position, as well as the demonstrated skills and performance of the individual occupying the position. Basic pay of an employee within a band will be increased in consideration of performance additional comparability adjustments may be implemented to achieve total compensation comparability with positions of similar levels of work and responsibility in the private sector.

The system will allow for use of simplified descriptions of work level and duties and will also allow for recognition of performance in determining basic rates of pay. The Director of the Bureau will have the discretion to place positions within the bands.

Pay adjustments based on total compensation comparability

The Director of the Bureau will be authorized to adjust the ranges of pay bands based on surveys conducted of total compensation paid to individuals in positions of similar levels of work and responsibility in the private sector.

The Committee intends that two types of surveys will be conducted. The first will establish the extent to which the total compensation for covered positions falls behind comparable positions in the private sector prior to commencement of the project, thus establishing a baseline. The second type of survey will be conducted on an annual basis to determine the change occurring from year to year in private sector total compensation.

Such surveys will include not only basic pay for covered positions, but also other forms of compensation including bonuses, retirement benefits life insurance benefits, health insurance benefits, allowances, and leave benefits. The survey can include, at the dis-

cretion of the Director of the Bureau, other measurable forms of compensation and benefits received by individuals occupying comparable positions in the private sector. The survey should include a mix of occupations similar to those at the Bureau and should be limited to private sector firms and universities. The scope of the survey and the establishments included in the survey should be determined by the Director of the Bureau.

If the total value of pay and other forms of compensation surveyed increases, the Director will increase the minimum and maximum rates of basic pay for each pay band by the percentage increase. The same percentage increase will be applied to all pay bands. Such adjustments will be based on annual surveys to be conducted through contract or other means which the Director determines to be appropriate.

In addition to the annual percentage adjustments resulting from the surveys, if budget considerations permit, the Director may authorize an additional adjustment to the minimum and maximum rates of the pay bands to further decrease the disparity in total compensation which was determined to exist upon initial implementation of the demonstration project. Again, the same percentage increase will be applied to all pay bands.

Pay adjustments based on performance

While the Director will authorize increases to the minimum and maximum rates for each pay band, an employee will not receive an increase in basic pay unless warranted by a fully successful performance rating. An employee receiving a fully successful rating will receive the full amount of the annual comparability adjustment and thus maintain his or her relative position within the range. An employee receiving a rating of less than fully successful may receive no increase.

Failure to receive a rating of at least fully successful may thus result in an employee's basic rate of pay falling below the minimum rate of a pay band. In such a case, the employee's position may be placed in the next lower pay band. Since this downward migration will result from the performance rating of the employee, which is subject to a negotiated or agency grievance procedure, and since the employee is not actually suffering a loss of pay by being moved to the lower band, the placement in a lower pay band will not be considered an action adverse to the employee for appeal purposes.

Bonuses, allowances, and differentials

The committee amendment authorizes the Director to grant bonuses to recognize performance and allowances to enhance recruitment and retention of employees. Such bonuses and allowances will not be considered part of basic pay. While the maximum rate of basic pay for any pay band may not exceed level IV of the Executive Schedule, an employee will be allowed to receive bonuses and allowances which, when added to basic pay, may not exceed the rate of pay for level I of the Executive Schedule in any fiscal year. If, because of the level I limitation, the employee may not be paid the total amount of bonuses, allowances and basic pay during a

fiscal year, the excess will be rolled over to be paid at the beginning of the next fiscal year.

It is the intention of the committee that the recruitment and retention allowances will provide the Director of the Bureau with greater flexibility in maintaining a competitive posture with private sector employers when trying to attract or retain individuals with specialized skills or unique talents and abilities. Such allowances may be granted annually and will not be considered a part of basic pay. In making decisions on the amount of recruitment or retention allowance to authorize, the Director will use information obtained from the total compensation survey of private sector practices as a guide. The amounts available for such allowances will be determined by agency budget limitations.

Supervisory and managerial pay differentials will be granted when appropriate. These differentials will be considered part of basic pay, but will be terminated when an employee leaves a supervisory or management position. Such termination will not be considered a reduction in pay. The committee amendment requires supervisory and managerial pay differentials in recognition of the additional responsibilities assigned to supervisors and managers. Such differentials will also ensure that, generally, the pay of a supervisor or manager exceeds that of any subordinate, so long as performance in the position is fully successful or better.

Actions on implementation

No employee will suffer a reduction in basic pay as a result of implementation of the demonstration project. Employees who, but for the project, would be eligible for future within-grade increases will, on the date of conversion to the project, be given a lump-sum pro rata share of the amount due. Employees who would otherwise be due a merit increase under the provisions of the Performance Management and Recognition System will likewise receive a lump-sum pro rata share of the amount due.

The committee feels that employees participating in the demonstration project should not be forced to suffer a loss of pay because of enactment of this amendment. Therefore, no employee will have basic pay reduced as the result of implementation of the demonstration project.

Reporting requirements

The Office of Personnel Management will be required to engage a constractor to provide an annual report of evaluation of the project. The contractor will be selected based on its demonstrated expertise in the fields of personnel management and compensation. The findings of the contractor shall be provided to the office in writting.

The Contractor's report, together with any comments from the Office and from the Bureau, will be submitted to the Committee on Post Office and Civil Service, and the Committee on Science and Technology, of the House of Representatives; and to the Committee on Governmental Affairs, nd the Committee on Commerce, Science, and Transportation, of the Senate. In addition, the Comptroller General will be required to submit a report and recommendations

to the same committees no later than four years following the commencement of the project.

The Committee intends to closely monitor the progress of the demonstration project at the National Bureau of Standards, with a view toward assessing its impact on the agency's ability to recruit and retain a capable and effective work force and its impact on the ability of the agency to achieve its mission. In this regard, the annual reports to be initiated by the Office of Personnel Management and the four-year report from the General Accounting Office will provide the committee with the basis to make informed decisions relative to statutory changes in the Federal compensation program.

SECTION ANALYSIS OF THE COMMITTEE AMENDMENT

The amendment in the nature of a substitute to H.R. 4354, as reported by the Committee on Science and Technology, included provisions (section 11) establishing an alternative personnel management system. The committee amendment adopted by the Committee on Post Office and Civil Service, which is a substitute amendment for section 11, is explained below. References to section 11 are references to section 11 as amended by the Post Office and Civil Service committee.

Section 11(a)(1) requires that the Office of Personnel Management and the National Bureau of Standards jointly design a demonstration project to be conducted by the Director of the National Bureau of Standards.

Section 11(a)(2) provides that the demonstration project shall be conducted in accordance with section 4703 of title 5, United States Code, unless otherwise provided. It will count as a single project for purposes of subsection (d)(2) of that section, which provides that not more than 10 demonstration projects may be in effect at any time.

Section 11(a)(3) requires that the demonstration project cover positions in the National Bureau of Standards which would otherwise be subject to provisions of law governing the General Schedule, the Performance Management and Recognition System, and the Senior Executive Service. In accordance with section 4703(f) employees subject to a collective bargaining agreement will not be covered by the project if inclusion would violate that agreement. Employees in a unit which has not been accorded exclusive recognition shall not be covered unless there has been agency consultation regarding the project.

Section 11(b)(1) requires that the basic pay for a position will not be less than the minimum nor more than the maximum rate, of basic pay for the pay band in which the position is placed.

Section 11(b)(2) provides that minimum and maximum rates of basic pay for each pay band shall be adjusted at the times and in the amounts determined under a method which measures "total compensation comparability" set forth in section 11(c).

Section 11(b)(3) provides that the classification system established under the project shall use pay bands established by combining or modifying classes, grades, or other units which would otherwise be used in the classification of positions.

Section 11(b)(4) requires that the performance appraisal system established under the project use peer comparison and ranking when appropriate and afford appeal rights comparable to those afforded to Federal employees subject to performance appraisals under chapter 43 of title 5, United States Code.

Section 11(b)(5) requires that the rate of basic pay of each employee be reviewed annually and adjusted based on the appraisal of performance. An employee whose performance is rated fully successful or higher shall be granted at least the full comparability increase determined by the Director of the National Bureau of Standards under section 11(c), so long as the employee's rate of basic pay does not exceed the rate for level IV of the Executive Schedule.

Section 11(b)(6) requires that the project include supervisory and managerial pay differentials, which shall be considered a part of basic pay.

Section 11(b)(7) provides for performance bonuses and recruitment and retention allowances when determined to be appropriate by the Director of the National Bureau of Standards. Such bonuses and allowances shall not be considered a part of basic pay.

Section 11(b)(8) specifies that the employee development program will include a provision for sabbaticals, under conditions consistent with those applicable to members of the Senior Executive Service under section 3396(c) of title 5 (other than section 3396(c)(2)(B) which provides that an individual must have served at least 7 years in order to be eligible for a sabbatical).

Section 11(b)(9) permits the Director of the National Bureau of Standards to authorize first duty station travel expense reimbursement for appointees to any position under the demonstration project.

Section 11(c)(1) defines "compensation" to mean the total value of various forms of compensation, including basic pay, bonuses, allowances, retirement benefits, health insurance benefits, and leave benefits.

Section 11(c)(2) requires the Director of the National Bureau of Standards to have reports prepared (by contract or otherwise) based on surveys which include findings as to (1) the deficiency, as of the date of commencement of the demonstration project, in overall average level of compensation paid to positions under the demonstration project as compared to the overall average level of compensation paid to positions in the private sector involving the same types and levels of work and; (2) for each subsequent year, any net increase in the extent of that deficiency. The reports shall recommend a single percentage increase in basic pay for all positions which, when considered in conjunction with other forms of compensation provided, will eliminate any net increase in the deficiency in the overall average level of compensation for positions under the project as compared to the level of compensation for comparable positions in the private sector.

Section 11(c)(3) requires that the Director shall increase the minimum and maximum rates of basic pay for each pay band by the recommended single percentage increase described above. If funds are available, the Director may further increase those minimum and maximum rates to eliminate all or part of the deficiency (as

opposed to the *net increase* in the deficiency) in total compensation determined to exist upon commencement of the project.

Section 11(c)(4)(A) limits the maximum rate of basic pay payable for any pay band to level IV of the Executive Schedule, and limits the aggregate of basic pay, bonuses, and allowances payable to an employee during a fiscal year to the rate of basic pay payable for level I of the Executive Schedule.

Section 11(c)(4)(B) provides that any amount not payable due to the level I limitation described above shall be paid to the employee in a lump sum at the beginning of the following fiscal year. Such lump sum payments will be taken into account when applying the level I fiscal year limitation to the fiscal year in which the lump sum payment is made.

Section 11(c)(5) requires that the total cost to the Government of providing compensation to employees in the project during the 12-month period beginning October 1, 1986, may not exceed the total cost that would have resulted had the demonstration project not been implemented.

Section 11(c)(6) provides that if, upon application of the annual percentage adjustment, the minimum rate of basic pay in a pay band exceeds the rate of basic pay payable to an employee, due to failure to attain a performance rating of fully successful, the employee's position may be placed in the next lower pay band. Such placement in a lower pay band will not be considered a reduction in grade or pay for purposes of subchapter II of chapter 75 of title 5, United States Code, or comparable provision under the project.

Section 11(d)(1) provides that no employee shall suffer a reduction in pay as a result of initial conversion of the employee's position to the project.

Section 11(d)(2) requires that upon conversion to the project employees who would otherwise have been due a within-grade increase or merit increase, as appropriate, will receive a lump-sum pro rata share of the amount due. The pro rata share shall be computed through the day before conversion to the project.

Section 11(e)(1)(A) provides that, to satisfy the requirement of section 4703(h) of title 5, United States Code, which requires the Office of Personnel Management to provide an evaluation of each demonstration project, such evaluation of the National Bureau of Standards project shall be provided on an annual basis by a contractor. The selection of the contractor shall be based on its expertise in matters relating to personnel management and compensation.

Section 11(e)(1)(B) requires that the contractor provide a written report of its findings to the Office of Personnel Management. The Office will consider the report and transmit a copy of the report, with any comments of the Office and comments of the National Bureau of Standards, to the Committee on Post Office and Civil Service and the Committee on Science and Technology, of the House of Representatives; and to the Committee on Governmental Affairs, and the Committee on Commerce, Science, and Transportation of the Senate.

Section 11(e)(2) requires the Comptroller General to submit a final report to the same committees referred to in section 11(e)(1)(B) not later than four years after commencement of the

project. The report will include recommendations for legislation or other action considered appropriate.

Section 11(f) states that authority to enter into any contract under section 11 may be exercised only to the extent or in such amounts as are provided in advance in appropriation Acts.

Section 11(g) requires the demonstration project at the National Bureau of Standards to commence not later than January 1, 1988.

COST

The committee estimates that enactment of the committee amendment will not result in any additional costs to the Government in fiscal year 1987.

OVERSIGHT

Under the rules of the House of Representatives, the Committee on Post Office and Civil Service is vested with legislative and oversight jurisdiction over the subject matter of the committee amendment. As a result of its consideration, the committee concluded that there is ample need and justification for the enactment of this committee amendment.

The committee received no report of oversight findings or recommendations from the Committee on Government Operations pursuant to clause 4(c)(2) of House Rule X.

INFLATIONARY IMPACT STATEMENT

Pursuant to clause 2(l)(4) of House Rule XI, the committee has concluded that the enactment of the committee amendment will have no inflationary impact on the national economy.

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